

Agenda Item: 3
Meeting Date: Tuesday August 15th

Lead Scientist Recruitment

Summary: The ISB is charged with helping to select the CALFED Lead Scientist. Past recruitments also utilized a Selection Committee. The most recent recruitment (Fall 2005) resulted in a recommendation from the Selection Committee to hire an interim Lead Scientist.

Action: Agreement with the hiring process for the interim/full Lead Scientist.

Background: The ISB is charged with helping to select the CALFED Lead Scientist. The ISB will work closely with the Director, to lead and oversee the selection process when the Lead Scientist position is vacant. This will include making a recommendation to the Authority (via the Director) on the nomination of potential candidate(s).

In previous recruitments the ISB worked with a Selection Committee. The Committee was made up of members of the ISB and representatives from the agencies and stakeholder groups to allow for broad input to the selection process. The Selection Committee reviewed all of the applications, selected candidates to interview, obtained references and then interviewed the candidates. Interviews were also held with CBDA staff. Staff recommendations were given to the Committee. The Committee then made a recommendation to the ISB. The ISB made a recommendation to the Director, who took the recommendation to the Authority for approval.

When Johnnie Moore announced his intension to leave the position of Lead Scientist last year (2005), the Science Program ran a nationwide recruitment. In the absence of the ISB, the Science Program relied exclusively on the Selection Committee (see attachment 1) that was established by Johnnie Moore, which included members from the ISB. Following the review of the applications received, the Committee determined that there were not a sufficient number of qualified applicants to continue with the recruitment process. The Committee therefore recommended that the Program appoint an interim Lead Scientist. The Director has requested the input of the Committee in hiring an interim Lead Scientist, rather than appointing someone to the position without committee input. Therefore, the Science Program recommends utilizing the same hiring process for an interim Lead Scientist as for a full Lead Scientist. The difference is that there will not be a competitive nationwide recruitment run for the interim Lead Scientist.

With the ISB re-established, the Science Program wants to clarify the roles of the two review bodies, the ISB and the Selection Committee, in recruiting and selecting Lead Scientist candidates.

Questions to ISB: The Science Program requests that the ISB support the Selection Committee's recommendation to proceed with the recruitment of an interim Lead Scientist. Additionally, the Program request that the ISB work to identify candidates for the interim position (Lead Scientist qualifications attachment 2). The Program recommends that the candidate review process be as stated above for the selection of an interim Lead Scientist, utilizing the Selection Committee that is currently in place.

Attachments:

- 1 - 2005 Selection Committee
- 2 - Lead Scientist Open Position/Qualifications

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